

POLICE

June / July 2017



Together we stand

Police officers and soldiers put on a united front in the fight against terror – but a longer term strategy is needed to plug the policing gap

Also inside – all the news from the Police Federation Annual Conference



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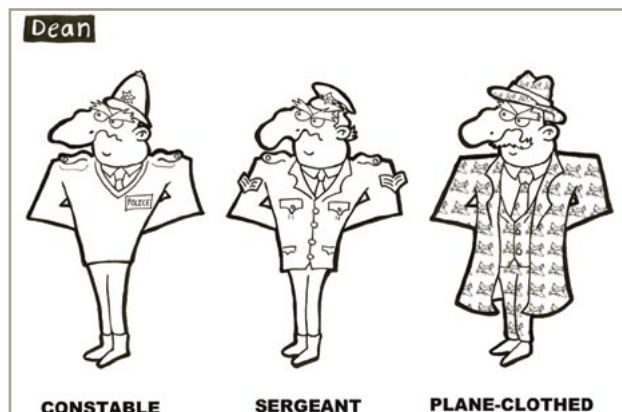
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Nick O'Time



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Editorial
June / July

Catherine Feast,
Editor

More meaningful change is needed

I've heard and read a lot over the last few weeks of the support for policing.

The murder of innocents in Manchester came hot on the heels of the murder of PC Keith Palmer, and as we went to press the terrible events of the London Bridge and Borough Market attacks were just sinking in. What has shone through from these atrocities is the outpouring of support from the public for their police. Stories of handshakes and thanks and pats on backs and praise. Officers reporting that instead of being jeered, they are cheered.

Additional patrols and high-visibility policing have been mostly welcomed; cops have said they have started to enjoy their jobs once more, especially the opportunity to interact with the public as they had in the past. A generally supportive public is now standing up to be counted and showing their appreciation.

With political parties vying for the top spot in Westminster we have heard vague promises about how they will deal with policing – at last moving it up the agenda. But additional patrols, obscene hours and the military support currently in place isn't sustainable long term. And reactionary responses to terrible events isn't an effective strategy.

There's now an opportunity for the next party in power to replace plaudits and reactionary praise with something meaningful to those who keep us safe. It's easy to say thanks. Better still would be to show it.

More officers. Better conditions. More sustainable workforce. Equals less stress, better reaction from the public and less crime. Investment yes, but savings surely in the long run.

It's not rocket science.

 Follow the Federation @pfew_hq

Direct entry isn't the answer to detective gap

Looking for non-police officers to plug the nationwide detective gap is not the answer, following the news that Londoners will be able to join the Metropolitan Police Service directly as a detective constable, working in investigative policing immediately after initial training.

Karen Stephens, detectives' lead for the Police Federation of England and Wales, said that detective numbers were "dwindling faster than any other group of police officers" – but while the drive to stem the haemorrhage of detectives was understandable, it was not the answer.

"As with other direct entry schemes, we believe that individuals first need a grounding on what it takes to be an officer in the 21st century," said Mrs Stephens. "Direct entry is not a magic bullet for the current detective shortage which has reached crisis proportions.

"Detectives need first-hand experience of responding in an operational capacity to incidents they would not encounter in

any other walk of life. The question must be asked, what has changed to create the gap? Why is a role that people once queued up to do not a desirable one anymore? There are many contributing factors including workload, the changing types of crime, the fact that the role is not family-friendly and more."

Mrs Stephens said forces should look to existing officers before searching for answers outside of policing and that "talented officers already in the service" would make fantastic detectives.

"It is essential that we do not create a police service where the only chance of becoming a police officer is if you can afford to educate yourself to degree level before joining.

"There is a danger of marginalising and excluding good quality candidates from all communities. The biggest risk is we end up with a service that doesn't represent the community it serves because of unnecessary restrictions like this."

Putting soldiers on our streets highlights dearth of officers

The PM ordered soldiers onto the streets to assist police in the aftermath of the Manchester attack, freeing officers up to concentrate on the fight against terror.

But Federation chair Steve White said that although the help is welcome, it highlights the dearth of police numbers.

"It's a step change in the UK, where policing has always been by consent," he said. "But, as welcome as military support is, we cannot avoid the reasons it is needed. There is no ignoring the fact that the police simply do not have the resources to manage an event like this on our own."

It is the first time armed soldiers have been deployed in a mainland UK setting since 2003 when tanks and troops were sent to Heathrow in response to a bomb plot warning.

Last month Mr White told the Home

Secretary at Conference that while it used to be a case of "not if, but when", it is now "not when, but where next", saying that visible neighbourhood policing was the basis for helping identify and tackle crime, including terrorism.

He said: "We know the information to stop these mindless attacks exists within communities, and neighbourhood policing has never been more important.

"We cannot lose focus on the challenge ahead – to ensure we have a resilient, fully-resourced police service, capable of not just reacting to a terrorist outrage but also acting to prevent atrocities in the first place."

Operation Temperer enables military personnel to support police following a major terrorist attack; nearly 1,000 troops have been deployed since the threat level was raised to critical, its highest level.



View from the chair

Steve White,
chair of the
Police Federation

Politicians must rise to challenge

During my recent speech to conference and the Home Secretary, I mentioned how we had recently had to grieve together following the murder of PC Keith Palmer and I posed the question: “How many more times will we grieve together Home Secretary?”

Little did we know that all too soon we would be doing just that, following the evil and cowardly attack in Manchester. What followed was unprecedented, and a scenario which sadly we had predicted.

The image of the military providing us with much-needed support was bittersweet. For years we had pushed the argument and evidence that the police service had no resilience, that resources were stretched too thinly, that neighbourhood policing had all but disappeared, and now here was the stark reality. The police service did not have the resources it needed.

The night of the bombing saw a magnificent response from our GMP colleagues and the subsequent hours and days saw an equally brilliant response by every Home Office and non-Home Office force throughout the UK. In times of crisis we always have, and always will, rise to the challenge.

After the election we need to see our elected politicians equally rise to the challenge, and deal with the here and now and what is to come. We don’t need to analyse who cut what, when and why. We need to work together to invest, rebuild and respond so that the British Policing model, envied and imitated across the world, has what it needs to keep our citizens safe.

If our politicians don’t rise to that challenge, they must be reminded that the only thing necessary for the triumph of evil is for good people to do nothing.



Follow me on Twitter @PFEW_Chair



Police and soldiers have been working together as part of Operation Temperer

Pictures © Mark Kerrison / Alamy Stock Photo

Worst and best of humanity,

The UK has been rocked by two further terrorist attacks in as many weeks, highlighting both the very worst – and the very best – of humanity.

As the death toll in the Manchester Arena bombing reached 22, and a further seven people were killed in London with many more injured, some critically, families across the country grieved.

Off-duty police officer Elaine McIver, 43, was among the victims in Manchester, while one BTP officer and three Met officers were injured in the London attacks – one off-duty who remains seriously ill. DC McIver, who worked at Cheshire Constabulary’s regional organised crime unit TITAN, was at the concert with her partner Paul when she was cruelly cut down by suicide bomber Salman Abedi. Paul remains severely injured in hospital while the force grieves for its fallen colleague.

Cheshire Police Federation Chair Bryan Kennedy said Elaine was a vibrant and popular officer, adding: “Her personality was infectious amongst her colleagues.”

Home Secretary Amber Rudd also paid tribute to Elaine, and was “profoundly saddened” at the news. She said: “Elaine was off-duty at the time of this brutal, cowardly attack, going about her normal daily life.”

In London, three attackers entered



London Bridge in a van, which mounted the pavement, and collided with pedestrians before being abandoned. The attackers, armed with knives, continued into the Borough Market area, stabbing numerous people at whim as they went on the rampage, being tackled by members of the public and police officers alike before being shot dead.

Assistant Commissioner Mark Rowley confirmed eight police firearms officers discharged their weapons, and while it would be subject to an IPCC investigation, their assessment was that in the region of



Armed officers on patrol near Borough Market the day after the London terror attack

with officers centre stage



Military personnel supported armed police safeguarding key sites including Parliament

50 rounds were discharged by the officers.

"The situation these officers were confronted with was critical – a matter of life and death – three armed men, wearing what appeared to be suicide belts, had already attacked and killed members of the public and had to be stopped immediately.

"Indeed I am not surprised that faced with what they must have feared were three suicide bombers the firearms officers fired an unprecedented number of rounds to be completely confident they had neutralised those threats. I am humbled by the bravery of an officer who will rush

towards a potential suicide bomber thinking only of protecting others.

"As the officers confronted the terrorists and fired shots, a member of the public also suffered gunshot wounds. Although we do not believe the injuries to be critical, they are in hospital receiving medical attention."

Steve White, chair of the Police Federation of England and Wales, said yet again the service responded in an exemplary way: "Our thoughts go out to all those affected in both attacks. The spineless actions of those responsible aim to divide and disrupt but ultimately, as we saw in Manchester, and Westminster in March, they unite and strengthen our communities. Once again police officers and the emergency services stepped up to the challenge, putting their lives on the line for others as they do day in, day out, showing why they are the best at what they do. Their actions undoubtedly saved many lives and we owe them and other responders a debt of gratitude."

The Welfare Support Programme, run jointly by the Federation and the Police Firearms Officers Association, has supplied the telephone numbers of special on-duty welfare coaches to all officers dealing with the Manchester atrocity. In addition, anyone affected can call the hotline on 01354 669749.

Policing by numbers

- 5639 – total number of firearms officers
- since 2009, total firearms officers have reduced by 1,267 (18 per cent)
- 14,753 firearms operations in 12 months (source: Home Office statistics y/e March 2016)
- since 2009 the police service has lost 21,494 officers
- total officers down from 125,574 to 122,859 in the last 12-month period (largest drop in officer numbers for the past three years)
- the number of officers has fallen every year for the past seven years
- total workforce including police staff and PCSOs down from 204,429 to 198,228 (Source: Home Office statistics y/e Sept 2016)
- Latest crime figures show a 24 per cent increase in violent crimes, including a seven per cent increase in offences involving a firearm and an 11 per cent increase in knife offences (January 2017)

Home Secretary
Amber Rudd



Officers are forced to rely on charity – but Home Secretary won't commit to pay rise

Poverty-stricken police officers are being forced to rely on charity to make ends meet, according to Hampshire Federation chair John Apter.

Speaking at the Police Federation of England and Wales (PFEW) conference, Mr Apter told Home Secretary Amber Rudd: "In my force we have a police welfare fund which is a registered charity. Officers are now going to the welfare fund for food vouchers so that they can put food on the table or fuel in their car to get to work."

Ms Rudd said she was "sorry to hear that" but then added: "Well, the average police salary is about £40,000 a year" which sparked jeers from delegates. She added: "That's what I'm told. I can see I have obviously not won over the room yet."

North Wales Federation chair Simon Newport pointed out that "an MP's starting salary is £75,000 whereas a PC starts off at about £19,500.

"We've talked about food vouchers but let's talk about second jobs. The police service has very stringent rules on second jobs, whereas MPs don't – look at George Osborne as Editor of the

Standard," he said, making a personal plea to Ms Rudd to get the regulations relaxed so that officers were more able to take the second jobs they really needed.

Protect the economy

In his speech earlier, Federation chair Steve White contrasted the situation with that of MPs who received an 11 per cent pay increase the year before last, and highlighted how in real terms, officer pay had fallen by 15 per cent.

Ms Rudd repeated that she could not commit a future Conservative Government to raising the level of pay for police officers, but claimed that policing budgets had been protected. She said the current austerity one per cent pay award for public sector workers would remain until 2019/20, adding: "We need to be able to protect the economy; we are still borrowing a billion pounds a year."

However, Federation interim board member Phill Matthews told the conference: "We have still got budget cuts over the next few years – I've just heard from a neighbouring force, Leicestershire, that they have a £10million shortfall."

Policing

Chair Steve White has called on whoever forms the new Government to make policing a priority.

In his keynote speech at the Federation's annual conference, to an audience that included Home Secretary Amber Rudd, Mr White addressed a number of issues facing the police.

He repeated calls for tougher sentencing for those convicted of assaulting officers, and called for changes in a number of other topic areas, including greater protection for police pursuit drivers.

Mr White, who has been Chair of the PFEW since 2014, told the audience that the importance of policing must not be lost on politicians when they form the next Government following the general election.

Political football

"Policing is too important to be a political football," Mr White said. "We look to politicians to raise the debate to where it needs to be – front and centre.

"After all, politics and politicians will move on, but policing, its officers and people's safety will always be needed – no matter who is in government. Put policing before politics, put the people before politics and put those who pledge to serve before politics."

'Too many cops end

Police chiefs have been encouraged by a medically retired ex-officer to spend more money on protecting the wellbeing of their officers.

Ed Simpson, a former sergeant from North Yorkshire, spoke about the turmoil he went through before his depression was identified. Mr Simpson, 41, admitted he didn't realise he was ill for several years, feeling instead that he was bad at his job and that others around him were simply coping better.

"Investment is needed in policing because you can't have single crewing, not just for safety but for being able to

is in 'intensive care'

Pictures ©Anderson Photography



PFEW Chair
Steve White

"We are a service that wants to deliver what the public want, when they want it and how they want it – 24 hours a day, 365 days a year. But this is getting impossible."

Steve White,
PFEW Chair

Officer numbers have fallen by 3,000 in the past year, and Mr White told delegates that this is simply not sustainable in the long-term if the police are to continue to be "the very best in the world, envied and emulated across the globe".

He added: "We are a service that wants to deliver what the public want, when they want it and how they want it – 24 hours a day, 365 days a year. But this is getting impossible."

"It is a crisis that we don't have enough police officers to deal with the demands

placed upon the service – and that should be very worrying for government, whose primary responsibility is the safety and security of its citizens."

Fair treatment

Mr White said policing was in crisis and in intensive care and called for better protection, equipment and support. He also called for fair pay and fair treatment, criticising the IPCC for its handling of investigations into officers.

Mr White finished his speech by summarising what he and the

Federation are demanding from the next Government – fair pay and reward, a national system of welfare provision for officers, legal protection for officers doing their job, the right protective equipment, no further budget cuts, an immediate halt in the reduction of officer numbers, a progressive culture and open environment where the service learns from its mistakes, and a government that supports the police.

You can read the full speech online at www.polfed.org/conf

up as a statistic... and we're not talking about it'

talk to colleagues properly," he told the conference. "The number one priority for chiefs should be mental health and wellbeing of officers and staff."

Horrible low point

"To think you want to kill yourself is the worst feeling. You're not thinking rationally, a horrible low point to be. Too many cops end up as a statistic. It's too many. We're not talking about it. You need to make sure it's on the agenda."

He highlighted an alarming statistic – in 2013, 29 police officers committed suicide – suggesting that if 29 officers

were killed on duty in one year, more would be done.

Mr Simpson tracks his illness back to his work as a family liaison officer, and one particular incident where his 'shield' protecting him fell apart.

"The more I did it, the stronger the invisible shield became. I dealt with the rape and murder of a 14-year-old girl, bashed over the head with a rock. I stood over her body for 10 hours, water off a duck's back – because that's what officers do. The job that did it was a 17-year-old lad that had been killed in a car accident. I went to the mortuary with

his parents and there wasn't a mark on his body.

Changed forever

When we walked in, the mother screamed, a scream like I'd never heard before. It was like an opera singer hitting that high note and shattering the glass. I felt grief, horror, and that changed me forever.

"I didn't understand how I could be depressed because I wasn't sad. I felt like the service I'd always wanted to be in had abandoned me. Individuals didn't, but the police service did."

STATION SERGEANT



With apologies to Rudyard Kipling...

I went into a local pub to have a pint of beer. The landlord he stands up and sez, "We serve no coppers here."

The staff behind the bar they flicked the finger to my eye. I went back out into the street and to myself sez I:

Oh, it's rozzers this and bobbies that and even "F#€\$ the police", but it's "Thank you to the thin blue line" when it's us keeping the peace.

It's us keeping the peace, my friends, it's us keeping the peace, oh it's "We couldn't do without you" when it's us keeping the peace.

Yes, making mock of those who stand and guard you in your sleep, is cheaper than our uniforms and they're awesomely cheap.

Spit at us and swear at us, the courts will treat you fair; You're victims and misunderstood, but we should grow a pair.

It's "I smell bacon", "Die, you pigs" and "I'm friends with your Chief", but who is it that you shout for first when you're fighting off a thief?

Try fighting off a thief, my friends, try fighting off a thief, Oh it's us that you'll be praying for when you're fighting off a thief.

They trim our budgets to the bone and tell us: "Just work harder." And then they steal our pensions so we've nothing in the larder.

They hang us out to dry for failing, while submitting their expenses, they call us corrupt and lazy, but we're coming to our senses.

When terrorists do run amok and blood flows in the street, it's "Our wonderful emergency services" that never will retreat.

So treat us like we're verminous and poke us in the eye, but when we are no longer there, please stop and wonder why.



Follow me on Twitter @stationsarge

Home Secretary challenged to witness 'crisis conditions'

Officers threw down the gauntlet to Home Secretary Amber Rudd during a Q&A session and challenged her to witness the "crisis conditions" they are working in.

With demand rising dramatically, they spoke of an epidemic of filling in the gaps left by other agencies, endless overtime and officers being driven to ill health.

Nick Smart, Chair of West Yorkshire Police Federation told her: "We've got custody suites that look like an A&E ward because of mental health issues. We've got officers sent to hospital with people who are suicidal. It's a crisis across the country – officers are going without meal breaks, working extended hours, that's the reality. We do not have the money or the cops to do the job."

Ms Rudd promised to visit West Yorkshire if re-elected, but Andy Symonds, Chair of Norfolk Police Federation, urged her to make an unannounced visit to his own patch "to see it how it really is". To cheers from the audience he told the Home Secretary: "I bet when you normally turn up there are quite a few officers on overtime – I implore you to make a surprise unannounced visit."

Scott Davies, from West Midlands, asked her: "As a service we are picking

up everything that is reported to us. In the light of huge budget cuts in recent years, what are the chances to alleviate the burdens placed on us to direct non-police matters away from the police?"

Ms Rudd promised to make Norfolk her first surprise visit, but claimed the allocation of resources was a matter for chief constables. She said she was "sorry to hear" about the terrible conditions that officers were working under but said the Government had taken significant steps to address some of the issues, for example spending significant sums in bolstering mental health and other services to provide alternative places of safety.

She also committed to supporting PFEW Chair Steve White's funding bid to the Police Transformation Fund if she was re-elected in June. Asked by Paul Bennett from Northumbria whether she accepted the link between officers' workload and their mental health and morale, she replied simply "yes". But later said: "With reference to the recent HMIC Peel Inspection reports, some forces have very strong results – what they have got is excellent leadership. It's not all about the numbers and the money. It's about great leadership and being able to deliver."

Rough reception on pay and assaults

The Home Secretary was given a rougher reception over police pay. She was also challenged by PFEW Chair Steve White to commit to increasing police numbers and to approving a 2.8 per cent pay rise, which the PFEW has evidenced. Ms Rudd said public sector pay restraints would be necessary for the current state of the economy.

Ms Rudd also felt that the necessary legislation was already in place when it came for tougher sentences for those who assault emergency service workers. She said assaults on public servants are treated as an "aggravated crime", adding: "We will keep looking at the amount of crimes against police officers and whether there is need for further legislation."

Missing from the workforce

Sergeant Louise Bates from Bedfordshire asked a question via Skype, raising mental health issues such as Post Traumatic Stress Disorder (PTSD), which can result from assaults on police officers. Pointing out that a number of her colleagues have been assaulted and were missing from the workforce, she said those left have had to cope without them and do more with fewer numbers.

Ms Rudd responded that mental health issues are "incredibly important" and added: "The Prime Minister has said we need new legislation to protect people at work when they have mental health difficulties – a sixth of us are expected to have mental health difficulties at some point."

‘It’s not for me to tell you how to do your jobs’

Home Secretary Amber Rudd hailed the “courage, dedication and compassion” of police officers as she addressed the annual conference of the Police Federation of England and Wales (PFEW) for the first time.

Ms Rudd spoke to delegates on the second morning of the conference at the ICC in Birmingham, telling them: “We owe you, the police, an incredible debt, for the courage and bravery you exhibit in the line of duty. For your willingness to put yourself in harm’s way, day after day, in order to protect the rest of us.”

But she admitted that the forthcoming general election had changed the tone of her address to the Federation – and acknowledged that changes need to be made, especially in the aftermath of the recent cyber attack.

“It is clear the job of reforming the police must not finish. Because as crime is changing, you will need to keep changing too,” said Ms Rudd.

Uncomfortable truths

“Keep changing so that you continue to confront the uncomfortable truths that have emerged about the extent of child abuse in our society over recent years. Keep changing so that you treat the threat of modern slavery like the heinous crime that it is.

“And there has to be far more effective co-ordination and information sharing between all the agencies, so that we are neither failing victims, nor letting the criminals who prey upon the vulnerable slip through the cracks and away into the shadows.”

Ms Rudd laid out her plans for what the Conservatives would offer if they are elected next month, hinting at the introduction of direct-entry chief constables. She also insisted that her party have made moves to improve the role of policing – and that she is happy not to interfere. “It’s not for me to tell the police how to do their jobs. And as long as I’m Home Secretary



there will be no return to the constant interfering from Westminster.”

She did admit that tough decisions have had to be made in the past – but insisted they were for the good of the public.

“I’m not going to stand here and pretend you’ve agreed with everything we have done over the past seven years. Or that you’re going to agree with everything we will want to do if we’re elected for another five years.

“You haven’t agreed with the changes we’ve made to pay and pensions, but they were right for

the country and the public to tackle the huge deficit we inherited.

“You haven’t agreed with the drive for greater efficiency in police budgets, but it’s been right for the country and the public – and the police are more efficient and better equipped to deal with modern crime as a result.

“And you haven’t always agreed with the steps Steve, and many other representatives in this room, have taken to reform the Federation. But it’s been right for the country and the public – beginning to rebuild trust in the police after a series of damaging revelations.”

Home Secretary promises to back spit and bite guards

Home Secretary Amber Rudd has promised to back chief constables who introduce spit and bite guards to protect their officers from this vile form of assault.

She made the commitment during a question and answer session with delegates. North Yorkshire Federation chair, Mike Stubbs, told the Home Secretary: “Even in our small rural force in the last few months, numerous

officers have suffered the degrading and humiliating experience of being spat at in the face. My question is in three parts: Do you understand what spit guards are; do you understand why they are necessary; and would you support and back chief constables who choose to issue them?” Ms Rudd replied “Yes, yes and yes”, prompting applause from the audience.

Picture © Anderson Photography



"Meeting up with other emergency services means we can plan how to **work together** more effectively at future incidents."

Elisha Marsay, SC, North Yorkshire Police

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Abbott reaffirms commitment to recruit 10,000 extra officers

Shadow Home Secretary Diane Abbott praised the police for their work on diversity and body-worn video – but came under fire for her comments on spit and bite guards.

Ms Abbott, who reaffirmed her party's commitment to employ an extra 10,000 police officers should they win the general election, told delegates: "I continue to campaign for the importance of more women, BME and LGBT officers in the ranks. I congratulate the police for the work on that to date. I am also a strong advocate of body-worn video cameras, I believe they represent an easy win for the police and the public."

However, she failed to mention the issue of spit and bite guards during her address – and was put on the spot during questions from the floor. Ms Abbott – who has spoken against the use of the protective mesh guards in the past – said she needed more evidence before giving her backing to their wider use, and mistakenly stated that the Metropolitan Police would be the first force to use them; more than half of police forces in England and Wales already have them.

"I have been looking at the evidence in relation to spit guards and I continue to look at that evidence," she said.



Picture © Anderson Photography

"I've never said I'm against them in principle, but like any fresh equipment or power I want to see the evidence of what they would do, particularly in relation to the health risk.

"Among the groups that I have consulted with are groups who represent those with hepatitis C and those with HIV, and they argue that you don't catch hepatitis C or HIV from being spat at. The Metropolitan Police Service is still looking into it, they have a trial in London and I'm waiting for the results of that."

Police Federation of England and Wales lead on officer welfare Ché Donald was astounded by the comments. Mr Donald said the issue was about

much more than the potential risk of disease: "The Federation has never said that you will contract hepatitis or HIV from saliva; we've said that saliva is a carrier for blood and that blood can be spat at us by offenders.

"I would rather be punched in the face than spat at. It's unacceptable, it's a blight on society and it needs to be eradicated. Anyone who comes to work and puts their life on the line like our officers do on a daily basis deserve to be treated with respect and dignity.

"And if we're going to be spat at, and our assault figures shows that it happens on a regular basis, then we need to have the appropriate protections there."

Supporting officers and a service that's 'on its knees'

More than half (60 per cent) of officers say there is insufficient time to deliver a service to the public that they can be proud of, causing morale to be low.

Ché Donald, the PFEW lead for mental health, was speaking about the impact that the demands and capacity of the job are having on police officers. The conference session on police welfare included further results from the welfare, demand and capacity survey, completed by nearly 16,000 officers last year.

Also speaking during the session were Chief Constable and Chair of National Police Chiefs' Council (NPCC) Sara

Thornton, Her Majesty's Chief Inspector of Constabulary Sir Tom Winsor, and Matthew Scott, the Association of Police and Crime Commissioners' lead for mental health. All were asked what their plans were to help provide support to officers and a service that is "on its knees".

Ms Thornton said that the NPCC's main focus was to engage better with officers: "They are the ones who are on the ground doing the job and sometimes it is not always a case of 'boss knows best'. Forces also need to ensure that officers can talk about mental health and not forget that officers are people and have feelings too."

During the session a poll was undertaken asking delegates: 'Is your force doing enough to provide access to the necessary assistance for officers and staff who need support for mental health?' 86 per cent responded that they felt that their force was not doing enough.

Mr Donald said: "As with any large organisation such as a police force, there exists a duty of care to look after your staff, one would therefore expect that there are sufficient facilities available to provide the appropriate level of support to officers when they need it. Sadly we found that this isn't necessarily the case."

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■ CONFERENCE NEWS

IPCC criticised over firearms approach

The Independent Police Complaints Commission (IPCC) has been accused of making firearms officers feel like “suspects rather than witnesses” after a death or serious incident.

Ché Donald, the Police Federation of England and Wales (PFEW) lead on firearms, pulled no punches in his address to delegates, watched by a panel including IPCC Deputy Chair Sarah Green and Simon Chesterman, National Police Chiefs’ Council firearms lead.

He praised officers in England and Wales who volunteer to carry a lethal weapon as the “best trained and most restrained” in the world, and explained that while nobody objects to an investigation following a death or serious incident, it should be “fair, transparent and balanced”. Members feel strongly, he said, that the IPCC seeks to apportion blame rather than to establish the facts.

He added that the PFEW supports the introduction of body-worn video to protect officers and establish evidence, but cautioned that it is difficult to judge a split-second decision to shoot when playing it back.

Sarah Green said that out of 25 investigations into firearms incidents since 2010, officers were only served with notices of investigation in three cases, and the IPCC had only used its powers of arrest once. She added that a member of the public involved in a death would not get 24 hours to compose themselves before questioning, so there was a case for equal treatment for officers.

Special offer for Federation members



Bed and Breakfast en-suite rooms at Federation House, in Leatherhead, in Surrey are available to Federation members for £60 a night on Friday and Saturday nights - and just £50 for single occupancy guests



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Officers confront police watchdog

The Independent Police Complaints Commission (IPCC) has been accused of being secretive, untrustworthy and obsessed with the blame culture.

Officer after officer at this year's Police Federation of England and Wales (PFEW) annual conference stood up to recount tales of suspensions and lengthy investigations at the hands of the watchdog, as the organisation's chair, Dame Anne Owers, took part in a session on discipline.

PFEW conduct lead Phill Matthews told her: "It's the continual frustration of the lack of information, both from professional standards directorates and the IPCC. We cannot get any information about how your investigations are continuing – this goes on for six months or a year and we hear absolutely nothing.

Corrosive effect

"Please answer our questions – if there's a reason why things are not moving along, then tell us and we can try to reassure the officers. It's almost like you don't want to tell us what you are doing – and that can't be right.

"In the meantime these investigations have a massive corrosive effect on entire teams, officers are made ill. We had a custody case which meant the entire custody team shut down for two years because none of them wanted to put their neck on the line while this was hanging over them."

Mark Petrovic, a Nottinghamshire detective, likened being investigated to having "the sword of Damocles hanging over your head", adding: "I was subject to an investigation for four and a half years, suspended for three years and came back to work to be exonerated." He blamed "the poor quality of investigation by professional standards and the IPCC" for his ordeal.

Dame Anne said their probes were often hampered by a lack of co-operation from witnesses and the volume of investigations – 600 a year. She said: "We have cut the length of our investigations by an average of three months, and there are four



Pictures © Anderson Photography

forces who take longer than we do to complete their investigations. But we have all got to improve our game."

The IPCC chair said the forthcoming reform and restructure of the IPCC would improve the situation and streamline their processes, with the appointment of a new Director General and regional directors.

But delegate Mike Harrison from Gloucestershire cited a case where two officers were interviewed initially as witnesses only to be served with misconduct notices: "The investigators are saying one thing and doing something else. There is no trust there."

'Tiny proportion'

Vic Marshall of the Police Superintendents' Association, who also acts as a PFEW advisor, said only a "tiny proportion of officers let down the service". The vast majority of misconduct cases stemmed from "stupid behaviour, frailty such as ill health or making a simple mistake".

The session also highlighted that police discipline needed to move from blame and punishment to a performance and learning culture. Mr Marshall added: "Believe it or not, police officers don't go out with the intention of behaving badly but we do sometimes get it wrong.

"Please answer our questions – if there's a reason why things are not moving along, then tell us and we can try to reassure the officers. It's almost like you don't want to tell us what you are doing – and that can't be right."

Phill Matthews,
PFEW conduct lead

We need to get to the starting point of saying sorry for those mistakes and learning the lessons. The irony is that when police officers become subject to an inquiry, they get treated less well than if they had been arrested."

Chief Constable Craig Guildford, the National Police Chiefs' Council lead on conduct and performance, agreed: "As professionals, we absolutely need to learn more going forward and be less punitive."



WIN

a mini home makeover

With interior designer, blogger and wife of a Police Officer, Karen Knox, courtesy of Police Mutual

We have teamed up with like-minded 'real world' Interior Designer, blogger and wife of a Police Officer Karen Knox. Karen of Making Spaces will offer a room makeover for one deserving Police family, plus five runners' up prizes.

Karen says: "Everyone should be able to access good design. We are not interested in turning your house into a show home. We design and deliver real spaces for real life. You don't need to spend a lot of money to make a room look and feel good. Simple changes can transform a room and great design can make your home space more functional and nicer to be in."



As the wife of a Police Officer, I have a pretty good idea about the pressures families feel the job has on their home life. Reasons people tell me they don't make these simple changes in their homes are: don't have time, too much stuff, my other half and I don't agree, I need someone to sort it out for me and I don't know what I want, so that's where I come in!"

Claire Long, Head of the Police Mutual Foundation says, "Having worked with the Police and their families for 150 years, we appreciate how tough this career can be and the toll it can take on home life. We believe that a home enables us all to feel rooted, happy and relaxed and can be fundamental to a person's wellbeing, so we wish everyone the best of luck in this competition."

What you can win

A day's design consultancy from Karen

£3,500 towards the recommended home products and local tradespeople

x5 runners up will win £100 homeware vouchers

Please note that the prize is for one living space (room) only and excludes kitchens and bathrooms; the day's consultancy with Karen is done remotely. The winner will receive a floor plan, room edit and Pinterest board featuring all recommended products following the consultation.

Who can enter

All members of the Police Family can enter – serving or retired Officers, Staff and Specials and their partners, children, parents, siblings, nieces and nephews, in-laws, grandchildren and grandparents.



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Yvette Cooper tells delegates: ‘We simply need more police’

Labour’s Yvette Cooper highlighted cuts to police budgets and the implications of 20,000 fewer officers when she addressed the Police Federation of England and Wales (PFEW) Annual Conference in Birmingham.

Speaking on the opening day the former Shadow Home Secretary said she had been expecting to speak about her work as chair of the Home Affairs Select Committee (HASC), the cross-party body which holds the Home Office to account.

Instead, with a general election called, parliamentarians are no longer MPs or members of HASC; nevertheless, Ms Cooper offered her observations on the state of policing and its challenges.

Running away

She said: “There is no running away from the fact that we simply need more police – we’ve lost 20,000 officers and we were told that wouldn’t have any impact on frontline policing – it has.”

Noting that Her Majesty’s Inspectorate of Constabulary had raised a warning flag over the “perilous state of policing and in particular neighbourhood policing”, she added: “Important



Yvette Cooper addresses Conference

partner relationships with councils and communities are being put at risk as resources are pulled back; 70 to 80 per cent of the pressure on many police forces is no longer crime but wider issues around public safety and protection.”

Ms Cooper said HASC had initiated an inquiry into the state of the police service, which was now on hold due to the election. She said it had been due to

draw on the ideas of communities and stakeholders, including the PFEW, and would have shined a light on current police numbers and challenges.

Ms Cooper paid tribute to the “huge strengths” of British policing including the principal of policing by consent which she warned was being undermined by the loss of community officers.

Major pay structure reforms are on the way

Major pay structure reforms are expected across the police service in the next few years according to Francis Habgood, the National Police Chiefs’ Council (NPCC) lead on pay and conditions.

The Thames Valley Chief Constable outlined his vision for the future of reward in the service saying: “There are good parts and bad parts in our current pay structure, but I think we need a whole new structure.

“In my view, increments based on time served don’t have a role to play in the future. I don’t think regional pay works. But as an example (with new professional development schemes being trialled), I could imagine top-level constables earning more than entry-level sergeants.”

Mr Habgood’s plans for pay, which align closely with a review of rank structure, include the introduction of the controversial Licence to Practice concept for high-risk roles, a possible Registration to Practice to reinforce core skills, and the incoming apprenticeship scheme.

Prohibitive starting salary

Concerns were raised from the floor that apprentices, expected in forces from 2018, could face a starting salary drop of 20 per cent from the current entry level, to counter the time they will spend in training. It was also highlighted that such a low salary would be prohibitive to older entrants and

those with families; a potential starting salary for apprentices of £19,773 would leave an individual with just £35 of disposable income after living costs.

Mr Habgood said: “I have someone working with the College of Policing and staff associations looking at other sectors to see what they are doing. Ultimately police pay has to be fair for officers and for the taxpayer.”

Alex Duncan, Police Federation Interim National Board member, said: “It’s about paying the right amount, to get the right people with the right life experience into the service. Pay structures need to be very carefully considered. Recruits are going to be delivering a service and we need to pay them appropriately for that.”

Mental health in the police service - talking saves lives

People who work in the police service do an extremely challenging job day in, day out, frequently encountering difficult and traumatic situations.

Mind are experts in mental health and we did some research into mental health in the police service in late 2015.



Our research showed:

- 91% of police had experienced stress and poor mental health at work.
- 61% of the police respondents had personal experience of mental health problems. This was the highest of all emergency services.
- 75% of police personnel thought that their organisation does not encourage them to talk about mental health



That's why Mind set up the Blue Light Programme. We've been engaging with police service staff in all roles and ranks across England for the past two years and our support is now available in Wales too. We can work together with services to help them challenge stigma, improve their overall approach to wellbeing and take care of their staff.

What can affect mental wellbeing?

We all have times when we have low mental wellbeing – when we feel sad or stressed, or find it difficult to cope.

Your mental wellbeing can be affected by work-related factors like:

- repeated exposure to traumatic events
- impact of physical injuries
- workload pressures

It could also be affected by other things in your life, for example, if you:

- suffer some sort of loss
- experience loneliness
- have relationships problems
- are worried about money

Sometimes, there is no clear reason why we experience a period of poor mental health.

Rhiannon works in the police service. She said:

We have to deal with and see things that nobody ever should, often on a repeated and sometimes quite intense basis. These things cannot be bottled.

Mental wellbeing is just as important as physical wellbeing. If you work in the police service, it's especially important for you to look after your mental wellbeing and seek support if you need to.

Federation Representatives can also signpost officers that are concerned about their own wellbeing to our information and confidential Infoline.

We're here for better mental health

Get involved with Mind's Blue Light Programme.

Visit mind.org.uk/mybluelight

Contact our confidential Blue Light Infoline

Get helpful advice on mental health for you or a teammate. We can signpost to local support services too:

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Police drivers need better protection

The chief constable in charge of roads policing has pledged to work closely with the Police Federation of England and Wales (PFEW) to get better protection for trained police drivers.

Chief Constable Anthony Bangham, lead on roads policing for the National Police Chiefs' Council, spoke alongside lawyer Mark Aldred, Merseyside officer James Ellerton and PFEW lead on pursuits Tim Rogers.

Mr Bangham gave his firm commitment to work with the PFEW to ensure that police drivers get the best training, and agreed that pursuit drivers needed better protection. "There's a possibility of a law change, but it will take a long time," he said. "The Director of Public Prosecutions guidance needs to be changed to better reflect the realities of police driving so we can work towards the very best protection for officers."

'Careful and competent'

The panel discussed the lack of protection within the law for officers who engage in pursuit or response drives. The current legislation holds drivers, no matter their training, to the same standard as a 'careful and competent driver', meaning that those engaging in a response or pursuit are vulnerable to a prosecution charge of dangerous or careless driving.

PFEW lead on pursuits Tim Rogers



Picture © Anderson Photography

Lawyer Mark Aldred pointed out that the DPP guidance had already been changed to reflect the need for protection, in conjunction with the PFEW a few years ago. "It's not about the guidance. Officers don't get charged with running a red light – if something happens, it gets dressed up as dangerous or careless driving, and that's the problem. The issue with guidance is it's just that, guidance."

Tim Rogers agreed, saying that expanding the DPP guidance was a good interim measure, but needed

to be treated as a step towards an eventual legislation change: "We need for officers to have their skills and training recognised in a legal context."

He described it as a case of Groundhog Day, with the call for changes and better protection having been made for many years. "We welcome Chief Constable Bangham's commitment to work with us on this important issue. It cannot be right that officers up and down the country are vulnerable to prosecution just for doing what they have been trained to do."

Anti-Slavery Commissioner calls for improved training

"It is a sad reflection on today's world that, 180 years after abolition, the post of an anti-slavery commissioner should be needed" – a sobering statement from the UK's Independent Anti-Slavery Commissioner, Kevin Hyland.

Mr Hyland delivered a highly informative session on the "hidden crime" that affects 45.8m people today – a number equal to the population of Spain – compared to around 11 million people before it was abolished.

He said many of the victims of modern slavery could be found working in factories, fields, in the fishing industry, and car wash outlets, often housed in squalid conditions.

Mr Hyland's role was established under

the Modern Slavery Act 2015 under the then Home Secretary, Theresa May. He described the problem as "the greatest human rights issue of our time".

Vulnerable victims

The former head of the Metropolitan Police's anti-trafficking unit said: "There has been a huge growth in the problem. Our approach has changed significantly for the better. It has been a steep learning process, but the expertise to deal with vulnerable victims and serious organised crime already exists within policing."

He said there had been 3,805 allegations of modern slavery recorded by the national referral mechanism, but only 117 prosecutions and a tiny number

of convictions – 31. Mr Hyland said the attitudes in the past had been to pass the problem on rather than tackle it. He added that he had been shocked to find incidents catalogued on spreadsheets and not being tackled.

He called for improved training for officers to enable police to detect slavery and recognise the victims, rather than charging them for being complicit in cannabis farms, prostitution or other criminal activity. He also said there needed to be greater commitment by forces to record allegations and investigate incidents, backed with the necessary financial investment.

Find out more at www.antislaverycommissioner.co.uk

Nottinghamshire Detective Keeley wins National Award

An inspirational Nottinghamshire officer who established best practice for tackling the menopause won the national Women in Policing Award at this year's Police Federation Annual Conference.

DC Keeley Mansell, a police officer for 15 years, has worked tirelessly in the face of adversity to raise awareness of the menopause and the challenges it brings.

Changing perceptions

Driven by the lack of support available, Keeley set out to change people's perceptions and establish better workplace support for her female colleagues, and her work on this has resulted in new force policies being implemented.

Speaking about her win, she said: "I am delighted and so grateful to receive such a prestigious award.



Keeley receives her award from Dave Vera Baird, Chair of the APCC

Having written policy and guidance around such a taboo subject, the menopause, I hope other women will

achieve their goals, knowing they will now have the support and guidance required within the police service."



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Demands on police too high, says Winsor

"We cannot realistically expect the police to meet every possible demand we might make of them."

So said Her Majesty's Chief Inspector of Constabulary Sir Thomas Winsor in his report *State of Policing: The Annual Assessment of Policing in England and Wales 2016*.

Steve White, Chair of the Police Federation of England and Wales (PFEW), said the report echoed what the PFEW had been saying for too long and that something needed to change.

"The demands on the police service continue to outweigh capacity, and Sir Thomas rightly makes the point that an informed public debate is needed so clear expectations can be set out. It is also important that the police service is honest with the public, in letting them know what it is they can no longer do," said Mr White.

The Federation fully supports Sir

Pictures © Anderson Photography

Sir Tom Winsor



Thomas' calls for mental health funding to be given the same priority as physical health, and that "the drain of filling gaps created by other agencies, on an already stretched police service, is reaching breaking point."

Further investment in a co-ordinated approach to police information and communications technology is also paramount, as Sir Thomas' report highlighted.

Opportune moment

Mr White said the report had come at an opportune moment, just as campaigns are beginning for the general election, and he hoped those in power would consider its contents.

"It is my hope that security and policing in the future forms part of discussions in the build-up to the general election. If it doesn't, it would be a disservice to the public, and to every officer."

"As Sir Thomas said in his report, 'every day and every night, police officers do things that most of us go out of our way to avoid' – we must protect policing, in order to protect the public."

PFEW legal action on pensions

Retired police officers who are now having any Employment Support Allowance (ESA) they are entitled to deducted from their injury pension could benefit from a Judicial Review initiated by the Police Federation of England and Wales (PFEW).

Action has been taken by the PFEW to file a Judicial Review against the Home Office relating to the deduction of the ESA from injury pensions payable under the Police Injury Benefit Regulations 2006 (PIBR). Specifically, the PFEW has concerns about the way in which the Home Office has chosen to make changes to the law allowing ESA to be deducted from injury pensions.

ESA is a benefit payable to anyone whose illness or disability affects their ability to work; it was introduced in 2008 primarily as a replacement for Incapacity Benefit. For retired officers, the value of Incapacity Benefit could be deducted from injury pensions under the PIBR. Until now, the Home Office had not amended legislation to allow similar deductions regarding ESA, but it is now trying to do so.

Instead of making the required changes under the Police Pensions Act 1976 (PPA), the Home Office has made them under the Welfare Reform Act 2007, stating that this was to bypass the "no worsening" provisions in the PPA.

Since 10 February 2017, when these changes became law, retired police officers receiving an injury pension have had the amount of any ESA they are entitled to deducted from their injury pension. This change applies to pensions already being paid, so as a result many recipients will get less money. It will also affect all injury pension pay outs made in the future – but this legal challenge, if successful, can only affect those already in receipt of an injury pension.

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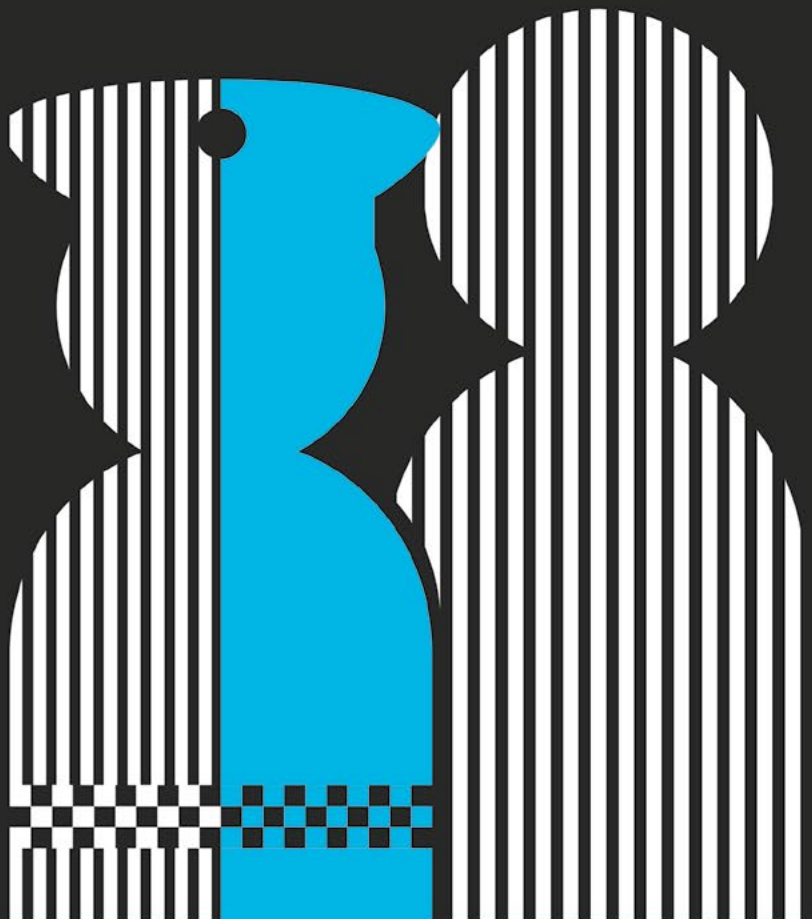
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A moving farewell to hero PC Keith Palmer

Thousands of police officers lined the route of a 2.6-mile funeral cortege for murdered officer PC Keith Palmer.

From the Palace of Westminster all the way to Southwark Cathedral, officers and members of the public came out to show their respects to PC Palmer, 48, who was guarding the Houses of Parliament on 22 March when he was stabbed by Khalid Masood.

The cathedral service was attended by Home Secretary Amber Rudd, Mayor of London Sadiq Khan, and the manager and captain of PC Palmer's favourite football team Charlton FC, Karl Robinson and Johnnie Jackson. It was followed by a private cremation.

Officers from all over the country lined the route, while others held a two-minute silence outside police stations as the service began. Two police helicopters performed an aerial salute – known as a ‘missing man formation’ – above the cathedral.



‘We owe you a debt of gratitude’

Foreign Office minister Tobias Ellwood gave an emotional tribute to Britain's police officers after he received a standing ovation and was honoured for his efforts to save PC Keith Palmer's life in the Westminster terror attack.

Mr Ellwood fought back tears as he addressed officers gathered at the Police Federation of England and Wales annual conference, saying he had “reacted in the way that I thought was appropriate and I was one of many that stepped forward to do what we thought was right.”

Chair Steve White presented Mr Ellwood with a coat of arms and he received a standing ovation as a mark of respect from the hundreds of officers in the room.

The minister was one of many

who tried in vain to help PC Palmer after he was stabbed in front of the Houses of Parliament.

Mr Ellwood said: “What came home to me after the Westminster incident was just how close knit a fraternity yours is. You don't know what's round the corner, you really don't and yet every day you put your uniform on and you stand in harm's way so we can continue our work and that for me really came home with all the messages of thanks I got from across Britain and indeed wider a field.

“I'm just sorry I couldn't, and those others with me, couldn't do more to save Keith Palmer's life. We owe you such a debt of gratitude for what you do.”



(PROTECT THE PROTECTORS) Transport Police

The national Federation's Protect the Protectors campaign, which seeks tougher sentences against those who assault emergency services workers, has secured new backers.

British Transport Police (BTP) and the Prison Officers' Association (POA) are the first organisations to publicly add their voices to the Police Federation of England and Wales' (PFEW) campaign, which was launched at Parliament in February, and was highlighted again at annual conference.

The campaign – among other things – seeks to highlight the unacceptably high number of assaults on police officers – more than two million (2,113,602) unarmed assaults and a further 302,842 using a deadly weapon over 12 months – while demanding that an assault on a police officer, an emergency services worker or public servant must be met with tougher sentencing.

Darren Townsend, General Secretary of the BTP Federation, said: "As police officers we know the risks involved in our work, but that doesn't mean assaults should be an accepted part of the job. Under the uniform, we're all human; physical scars may heal but attacks can leave other marks that don't fade with time. By supporting the Protect the Protectors campaign we can not only highlight these issues to the public, but reassure our members that their welfare is our top priority."



In April the POA also announced it would be joining the campaign. In a prison setting prison officers hold an equivalent role of a police constable and face similar risks of being assaulted.

Steve Gillan, General Secretary of the POA, said: "There are 16 assaults on prison officers every day, which is a horrendous number. We have 30 per cent fewer prison officers since 2010 and a rising prison population. When a prison officer is assaulted, often the Crown Prosecution Service determines it is 'not in the public interest to prosecute' – because prisoners are already serving a sentence. This is ludicrous and undermines any deterrent – assault is assault, whether they are serving a life sentence or three months. We are delighted to partner with the PFEW on this important campaign."

The PFEW vice-chair Calum Macleod said it was valuable to have both organisations on board. "Police officers are people too, they can be broken, and none of them deserve to go to work and get assaulted. Assaulting an officer or other emergency service worker needs to become as socially unacceptable as getting behind the wheel of a car drunk. Together, we can make a positive change for all our members – and, hopefully, for all emergency service workers."

For the latest campaign news visit www.polfed.org/ assaults and don't forget you can show your support on Twitter using the hashtag #ProtectTheProtectors

and prison officers boost campaign

‘He turned into a maniac’

PC Lucie Chhetri and PC John O'Donovan, Thames Valley Police

PCs Lucie Chhetri and John O'Donovan were subjected to a violent attack in a remote rural area of West Berkshire that was like “something from a horror film”.

The pair responded to a report of a car that had run into a ditch and found a drunken man with a young child. The man launched himself at the officers – Lucie was punched and had her head smashed against the police car, while John was also punched in the face numerous times.

Lucie recalls: “In a split second he turned into a complete maniac. He caught us completely unaware as there were no signs, no body language clues – he went from zero



to 100 in the blink of an eye. We sprayed him with Captor but it had no effect, he was like a raging bull.”

John added: “He was on the rampage – intent on causing serious harm. He seemed to take great pleasure in inflicting this pain and I really didn't think he was going to stop.”

At the court case a year later the defence did their best to dispute video footage and undermine

the officers' integrity but the judge ruled in their favour and jailed the offender for two years.

Lucie said: “Had we had at least one Taser between us, we would have undoubtedly been able to subdue him and maybe prevent one or both of us from being assaulted.”

‘Doctors had to staple my head back together’

PC Jack Denton, Bedfordshire Police

PC Jack Denton had to have his head stapled back together after he was struck with a blunt object thrown from a window.

After chasing a suspected car thief on foot who ran into his home, something was thrown from a window

upstairs. Jack said: “There was massive thud and I felt my head and found blood. It took a moment for the pain to kick in over the adrenaline. Then my legs went weak and I ended up on the floor.”

The officer had been wounded by a candlestick holder which had been thrown or fallen from an upstairs window. The suspect's mother was arrested for GBH but she argued the object had fallen accidentally and the charges were dropped.

Jack was taken to hospital for a brain scan and had his head stapled back together: “It was put in with a staple gun and that was the most painful bit,” he said. “I had them removed by a GP a week later but there will be scarring. This has shaken me a lot and highlighted the dangers. It's made me more cautious, but I've had great support from the police and the Federation.”



Sickening level of violence leads to life sentence

A life sentence has been welcomed after thug Simon Priest, 41, punched PCs Geoff Hill and Karl Odgers and stamped on their heads after they responded to what they thought was a ‘routine’ domestic incident.

Both officers from Hampshire Police were knocked unconscious in February this year, with PC Odgers being placed into an induced coma on his arrival at hospital, before further surgery to relieve a bleed on his brain.

Priest pleaded guilty to five offences including causing grievous bodily harm (GBH) with intent. The judge imposed a life tariff with a recommendation he serve

a minimum of 15 years – under the guidelines Priest is eligible to apply for parole in seven and a half years, but the judge was extremely clear that the courts should do all they can to protect police officers.

Body-worn video (BWV) – which luckily both officers were wearing – helped to obtain a conviction, and our campaign wants further roll out of BWV.

After the sentencing John Apter, Chair of Hampshire Police Federation, said the level of violence used was sickening and the worst he had seen in his 24 years of policing.

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WSP: no price on saving a life

A lifeline for troubled officers has been strengthened with the arrival of two full-time staff and a proactive outreach approach.

The Welfare Support Programme now has 530 officers on its books and has been credited with saving five officers' lives since its inception 21 months ago.

It was set up and jointly funded by the Police Firearms Officers' Association (PFOA) and the Police Federation of England and Wales amid fears that officers were being failed by their forces.

The number of people being helped has increased four-fold in less than a year, and the programme has staff trained in mental health first aid, suicide awareness, bereavement counselling and Neuro Linguistic Programming (NLP).

Former police inspector Mick Crozier has now been appointed full-time welfare manager, working with Tina Howson to deal with cases at a new base at Chatteris

Welfare manager
Mick Crozier



Police Station, Cambridgeshire.

PFOA chief executive Mark Williams said: "There is a real need for a 24/7 phone support line independent from forces. It is quite shocking to see what has happened to officers and their families, and equally

shocking to see, in some instances, how officers have been treated by their force."

Part of Tina's and Mick's role is to proactively call officers – with their permission – instead of waiting for the calls to come in. "We have had some very encouraging results from this new approach," said Mark.

"Officers have really opened up to us. Some federations, including Merseyside, West Midlands, Lincolnshire and Nottinghamshire have paid for their members to receive the NLP coaching, which is highly effective in helping people to cope with their problems and to have a strategy to deal with the situation on a day-to-day basis. This has also resulted in officers returning to work earlier than expected."

Officers can access the programme through their local federation branches; for more information, visit www.polfed.org/wsp

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Fitting tribute for fallen officers

A national memorial for fallen police officers will be built at the National Memorial Arboretum in Staffordshire.

The memorial, conceptualised by the UK Police Memorial Trust, will be inscribed with the names of officers and staff from the police service who have died in the line of duty. It is supported by His Royal Highness the Duke of Cambridge, who said: "The United Kingdom is recognised around the world as the home of modern policing but, as recent events have reminded us, that rich heritage is interwoven with a history of sacrifice."

Bravery and dedication

"The National Memorial Arboretum is a fitting place in which to pay tribute to the bravery and dedication of the policemen and women who have given up their lives, and the commitment and courage of all those who continue to serve. I am delighted to lend my support to this campaign to raise funds to



honour the memory of the hundreds of fallen officers."

The memorial will consist of four distinct strands:

- a physical memorial inscribed with names, within a landscaped remembrance garden
- a digital memorial using the latest technology that can be accessed from across the world
- an education programme for use by schools and colleges that tells the story of policing and its place in today's society, with an

acknowledgement to those officers and staff who died on a specific day

- a living memorial fund that will support the families of fallen officers.

The memorial will cost £4m with £2.5m raised so far, and it is due to be completed by 2018/19.

Further information about the memorial, how to make a donation and how to take part in fundraising can be found on the UK Police Memorial Trust website, at www.ukpolicememorial.org

Officers on duty despite being mentally or physically unwell

Police officers are going sick or reporting for duty despite being physically or psychologically unwell, and many are using leave days to recover from illness.

These were the findings of a survey by the Police Federation of England and Wales (PFEW) of 16,841 officers across 43 forces in February 2016. Two fifths (58 per cent) of respondents said they had missed one or more days through sickness in the previous 12 months; of these, 29 per cent attributed at least one day of their absence to stress, depression or anxiety.

In addition to looking at absenteeism, our 2016 PFEW Officer Demand, Capacity and Welfare Survey studied 'presenteeism', which is the act of attending work while ill, and 'leaveism', where officers use annual leave or rest days to recover from illness.

The vast majority of respondents (90 per cent) admitted to working on one or more occasions while not well enough physically, and 65 per cent worked while not feeling up to it mentally. Some



59 per cent of respondents had used leave or holiday to get over a bout of physical or psychological ill health.

Jason Kwee, who chairs the PFEW Health and Safety Sub Committee, said the results are not surprising, given the 14 per cent fall in officer numbers over seven years. Numbers have declined

from a high of 143,734 in 2009 to 122,859 in September 2016, according to the Home Office, placing increased pressure on remaining officers.

Mental health stigma

Mr Kwee said: "The stigma which surrounds stress and mental health could be masking the true scale of the problem. How many absences that are labelled physical illness are actually due to stress?"

"The alarmingly clear message of the welfare survey is that forces are under pressure and the cuts have had – and continue to have – an impact on delivery and on officers' lives. Every additional absence from stress further adds to the burden on those still at work

"Policing is a vocation where officers are proud to serve their communities and will often do so at the risk to their health. They will come in and carry on regardless and that is not healthy. It is a sad reflection on the service that officers are using leave and rest days to recover from illness."

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Win an iPad and help improve IT

With IT patchy across the service, a short survey has been launched to understand more about the national picture, in a bid to improve the situation.

Overall IT provision for police officers across England and Wales is ad hoc at best; in some places officers are struggling with systems that are incompatible with neighbouring forces, or even other departments within their own forces. Systems have also been unreliable and connections to systems such as PNC on mobile devices are often not seamless.

Simon Kempton, the Police Federation of England and Wales lead on ICT, says officers need to be able to quickly and easily complete reports at scene, whether a crime, a road traffic collision or issuing a ticket or Stop Search form. Photographs, details and other information should also upload automatically.

"We've seen some good examples of

The survey will help to push the argument for better IT



Picture: Carolyn Jenkins / Alamy

forces embracing the best in available technology, but this often masks the wider picture," he explained. "That's why I want to gauge the true picture of IT issues officers face across the country. The anonymous survey aims to get the view from the front line, from the officers doing the job day in, day out. The results will be used to push forward the argument for better IT and will be

included in evidence presented to the Home Affairs Select Committee."

WIN! The survey is being carried out by CoPaCC (publishers of www.PolicingInsight.com) and those completing it can be entered into a prize draw for an Apple iPad. Closing date is 25 June. Complete the survey at www.surveymonkey.co.uk/r/PoliceICTUserSurveyPFEW

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Police and fire patchwork ‘absurd’

New provisions to allow police and crime commissioners (PCCs) to take responsibility for their local fire service could create more problems than answers.

As part of the Policing and Crime Bill, PCCs are able to put forward a case to the Home Secretary to take over governance for fire and rescue services in their area. The provisions, which only apply in England, also allow PCCs to put in place a single chief officer for both services.

Home Secretary Amber Rudd said she wants “to see collaboration go further and faster – not for some ideological reason, but because it gets results.”

Brandon Lewis, Police and Fire Minister, said the provisions in the Policing and Crime Bill are “enabling”, and that the appointment of a single chief officer would drive workforce flexibility and reduce bureaucracy.

He recently awarded £1 million from the Police Transformation Fund to nine PCCs for their work in developing proposals to take on the additional responsibility.

However, the Federation’s spokesperson for Emergency Services Collaboration described the approach as “patchwork”, and questioned what the impact on the public would be.

Patchwork approach

Dave Bamber said: “As a drive for national standards seems prevalent across the British police service, this patchwork approach to governance of police and fire and rescue services seems absurd.”

He said that if implemented correctly, initiatives such as sharing back office functions, garages and control rooms could improve and strengthen both services.

But Mr Bamber warned: “Police and fire services each have their own, professional specialisms – and we must not merge the services or change things purely as a cost-cutting exercise. This confused framework may interfere with inter-force collaboration and confuse the public.”

Philip Seccombe, the Association of Police and Crime Commissioners’ Emergency Services Collaboration Portfolio Lead and PCC for Warwickshire, said he expected PCCs would begin exploring the new opportunities.

“I know that PCCs will be listening carefully to the views of the public, talking widely and having many discussions with their key partners. We will continue to share local knowledge and experience, identify and challenge barriers, and look to find further collaborative opportunities across the three blue light services.”

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Can divorce be obtained amicably?

Anyone wanting a divorce should be able to obtain one without placing blame on the other party – known as a ‘no fault’ divorce – providing they have been separated for a continuous period of at least two years and their spouse consents.

If they have been separated less than two years an individual would have to rely on the other party’s adultery or their unreasonable behaviour, bringing into the divorce an element of blame or fault of the other party.

As family lawyers, our aim is to formally bring any marriage to an end with as little hostility as possible, so when drafting a divorce petition based on unreasonable behaviour we may phrase allegations in a way that’s acceptable to the other party.

Until recently, family lawyers have proceeded on the basis that a pragmatic family law judge would not look too closely at what has been said by the petitioner, providing the allegation had been made and the respondent wasn’t opposing it. However, the defended divorce case of Tina Owens, heard recently in the Court of Appeal, highlights the problems that arise in having to rely on unreasonable behaviour in the face of opposition. After being married for almost 40 years Mrs Owens wanted a divorce and cited examples of her husband’s unreasonable behaviour, including his continued upset over a prior affair, and making inappropriate comments about her in front of her friends and family.

Mr Owens challenged the marriage had broken down and the original judge rejected Mrs Owens application stating she failed to prove Mr Owen’s behaviour had been unreasonable, particularly in the context of such a long marriage, a decision upheld by The Court of Appeal.

Anecdotally, there are already stories emerging of divorce petitions being returned from courts because the allegations are not “strong enough” – which, ironically, could mean more defended petitions than before, and increasing anxiety and costs for all concerned.

The decision highlights the need to update divorce law to reflect changes in modern society; however, the Government has stated that no changes to the law is expected in the foreseeable future. So before proceeding with a divorce it will be increasingly important to get early legal advice from an experienced family lawyer, to reduce the risk of difficulties arising, and to ensure that matters can be resolved as amicably as possible.

For an initial consultation please call Slater and Gordon on Freephone 0808 175 7710 or contact us online and we’ll be happy to help.



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Top tips for successful remortgaging

Your mortgage is likely to be the biggest single monthly commitment you will take on in your lifetime, so it makes sense to review it regularly. With interest rates at a historic low and lenders offering a wide range of deals, now is a great time to consider a remortgage.

Check out your current mortgage: Before you start the remortgage process, have a look at your existing mortgage deal. Your latest mortgage statement should show your balance, monthly repayment and current interest rate. Ideally, you should start to consider your remortgage options three to six months before your current deal ends.

Don’t leave it too late: It’s important to try and secure a new mortgage deal before your current one ends. If you don’t, your lender could move you to their standard variable rate which could cost you more money.

Shop around: Don’t feel you have to stay with your current lender – it’s worth contacting them initially to see if they can offer you a better deal, but remember other lenders could have something even better.

Consider the costs: A remortgage can incur various costs, including exit fees from your current lender, legal (conveyancing) fees, and arrangement and valuation fees for the new mortgage. So remember to check this out before committing to the deal.

Review your personal circumstances: You need to consider whether your personal circumstances have changed since you last took out a mortgage. For example, has the amount you earn changed? Have you had a child? This will help you ensure that any mortgage repayments will be affordable.

Seek independent advice: You can research the market yourself, but it can be very time consuming and complex. Consider contacting a mortgage adviser who can help you find the deals you qualify for, guide you through the process, and who may have access to special deals not be available on the high street.

Remember, you may have to pay an early repayment charge to your existing lender if you remortgage.

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*Adam Smith,
Head of Mortgages, PMAS*

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The response to this horrific attack was emphatic; but we will be tested again

On 22 May 2017 a suicide bomber detonated an improvised explosive device in the foyer of the Manchester Arena. The attack took place after an Ariana Grande concert attended by 21,000 people, many of whom were teenage girls.

The blast killed the attacker and 22 concert-goers and parents who were waiting to pick up their children following the show; 116 people were injured. As of 26 May, 75 people remained in hospital, 23 of them in critical care. The dead included 10 people under 20, the youngest an eight-year-old girl.

One of those killed was off-duty Cheshire Police officer, Elaine McIver. She and her partner Paul had been waiting in the foyer to collect Paul's 13-year-old daughter and her friend from the concert. The two girls were luckily unharmed and were driven home by a kind-hearted taxi driver after they were unable to find Elaine and Paul in the chaos after the attack.

A statement from her family said: "Elaine was not afraid to share her thoughts, and would often be the one to verbalise what others were thinking but were too reticent to say. The most indisputable fact about her was that she cared and she loved. She had a huge heart, was thoughtful beyond belief and would do anything for anyone." I am sure Elaine's colleagues feel her loss particularly badly; I hope they understand the depth sympathy and support from all of us, her police family.

North West Ambulance Service sent 60 ambulances to the scene, carried 59 people to hospital, and treated a number of walking wounded. It's a good time to recognise the ambulance staff who we meet during every shift; we know they are some of the most dedicated professionals we will ever work with.

Police officers from GMP, and later from all over England and Wales, were (and still are) fully immersed in this incident. First responders arrived at the scene, saved lives, treated the injured, evacuated people and took control of the incident. Other colleagues guarded numerous scenes for hours on end, protecting those working in the Arena and assisting people with the many queries and demands which are the inevitable consequences of disruption on this scale. Detectives and

Many police social media accounts have featured the huge outpouring of support for armed officers from ordinary people at public events since the attack.



INSPECTOR GADGET

forensic officers investigated the bombing, counter terrorism resources provided hundreds of immediate actions resulting in arrests and searches. Armed police officers worked to secure the nation with British Army soldiers. Family liaison officers and of course, support staff in the control rooms, front counters and CCTV rooms continue to provide vital support.

Many police social media accounts have featured the huge outpouring of support for armed officers from ordinary people at public events since the attack. We all have a responsibility to make the counter terrorist effort work; many of us have worked increased shifts or contributed in some way, and the increased threat level has presented some challenges. There are vital and immediate questions to be asked about national resilience, but this is clearly not the time. I would like to thank emergency services, NHS and armed forces personnel across the country for their response to this incident. I have been involved in the past in two of those three categories, I can say with complete confidence we are as good as we ever were; we have more to give, and no doubt we will be tested again.

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